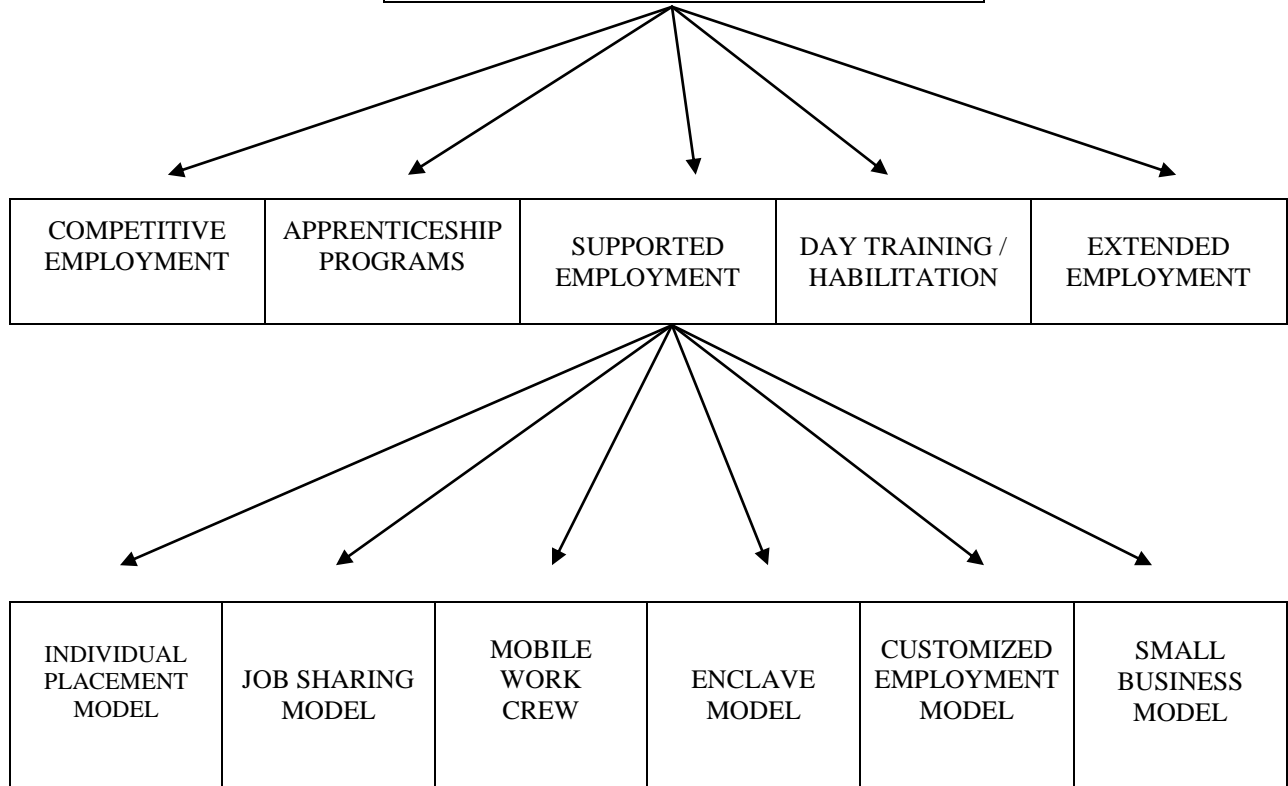


# POST SCHOOL EMPLOYMENT OPPORTUNITIES



**POST-SCHOOL  
EMPLOYMENT  
OPPORTUNITIES**



## **POST SCHOOL EMPLOYMENT OPPORTUNITIES**

A wide variety of employment outcomes are available for students as they transition from high school into the world of work. In choosing an employment outcome, the work goal should take into account the student's interest and abilities as well as support needs. With this in mind, the student, his or her parents, school staff and community agencies may consider the employment options outlined.

### **Competitive Employment**

Competitive employment is simply traditional employment in which the employee is paid at or above the minimum wage and is employed either full or part-time in regular work settings or businesses. The person appropriate for competitive employment requires little or no support to maintain the job once it is acquired.

### **Youth Apprenticeship Program**

Apprenticeships are periods of full or part-time paid work experience that may extend from several weeks to a year or more. Often the term apprenticeship is used in connection with learning a specific occupation that requires certification for employment such as plumbing or electrical work. Apprenticeship programs are also closely associated with organized labor (unions) and tend to be concentrated in occupations with a strong organized labor presence. Frequently, the organized labor group for a specific occupation sponsors the apprenticeship program.

### **Supported Employment**

Supported employment refers to paid work for individuals with severe disabilities in integrated settings, such as regular businesses. The employment is for individuals who would not traditionally be considered employable and who because of their disability will need intensive, long term support. Supported employment placements should be consistent with the strengths, capabilities, and interests and should be the informed choice of the individual. Supported employment can provide assistance in job skills such as job coaching or mentoring, assistive technology usage or even the necessary social skills. Supported employment can also assist in the acquisition of the skills necessary to prepare for the job such as accessing transportation, managing the paycheck, managing medication or other related activities. The goal of supported employment is to gradually reduce the amount of support necessary and to transition some of the direct paid support by an agency to the natural support of co-workers in the business. Supported employment encourages integration of individuals with disabilities into the communities and the natural world of work. Supported employment provides the opportunity for an individual to be paid for meaningful work in real business and contribute to his or her own self-support.

## **Day Habilitation**

This service is not employment, but provides a variety of activities, which emphasize relationships, therapeutic recreation, training in self-help skills, and prevocational instruction. This option builds personal care skills, enhances development of social and interpersonal skills, and encourages individual interaction with community resources. Intended outcomes include increased competency in activities of daily living, a positive self-image, and enhanced social interactions. This support may be facility or community based. Individuals receiving Day Supports receive a combination or two of the three service components offered (Day Habilitation, pre-vocational training, or supported employment) unless all of the services delivered are community integrated services.

## **MODELS OF SUPPORTED EMPLOYMENT**

### **▪ Individual Placement Model**

A person with a disability is assisted in obtaining a job in a community business that matches his/her abilities and preferences. Training is facilitated or provided on the job site in job skills and work related behaviors, including social skills, by a job coach. As the employee gains skills and confidence, the job coach gradually spends less time at the worksite and may eventually be removed completely. The private or public vocational rehabilitation agency furnishing the job coach is always available to the employer for retraining for new assignments, assisting in dealing with challenging behaviors, supplying periodic consultations with co-workers and employer, giving orientation and training for co-workers. The individual with the disability is paid by the business and is entitled to all the benefits and compensations as all other employees.

### **▪ Job Sharing Model**

Job sharing means that two (or more) workers share the duties of one full-time job, each working part-time, or two or more workers who have unrelated part-time assignments share the same budget line. The benefit of job sharing for individuals with disabilities is that both parties may not have the strength, endurance, or stamina to work full-time, but can work part-time. This model provides more options for a variety of jobs and allows them to obtain employment. Additional benefits of job sharing are said to include increased morale and productivity. Job sharing can also be an attractive way to recruit new employees and retain current ones. In order for job sharing to be successful, however, both individuals must be able to handle the position as efficiently as one person. These individuals are paid by the community business and receive wages and compensation, as do all the employees.

### **▪ Mobile Work Crew**

A small crew of persons with disabilities (up to 6) works as a distinct unit and operates as a self-contained business that generates employment for their crewmembers

by selling a service (i.e. custodial, grounds keeping, etc.). The crew works at several locations within the community, under the supervision of a job coach. People with disabilities will work with their non-disabled peers in a variety of settings such as offices and apartment buildings. However, these individuals are often paid by the social service agency and may not have access to wages or benefits comparable to employment by the community business.

- **Enclave Model**

A small group of people with disabilities (generally 5-8) is trained and supervised among employees who are not disabled at the host company's work site. Persons in the enclave, work as a team at a single work site in a community business or industry. A specially trained on-site supervisor provides initial training, supervision, and support. The supervisor may work for the host company or the placement agency. A variation of the enclave approach is called the "dispersed enclave." This model is used in service industries (e.g., universities, restaurants, and hotels). Each person works a separate job, and the group is dispersed throughout the company. In this model individuals are most often paid by the social service agency and have limited access to the same wages and benefits as non-disabled employees.

- **Customized Employment Model**

Customized employment means individualizing the employment relationship between employees and employers in ways that meet the needs of both. It is based on an individualized determination of strengths, needs, and interests of the person with a disability, and is designed to meet the specific needs of the employer. It may include employment developed through job carving, self-employment, entrepreneurial initiatives, or other job development strategies. These strategies should result in jobs customized and individually negotiated to fit the needs of the individual with a disability. Customized employment assumes the provision of reasonable accommodations and supports necessary for the individual to perform the functions of a job that is individually negotiated and developed. – Federal Register, June 26, 2002, Vol. 67, No. 123 pp.43154-43149.

- **Small Business Model**

Within a small business, there may be up to six employees with disabilities, but not more than the number of employees without disabilities. The small business operates like any business, generating work and paying employees from revenues received. The small business is located within the community.